

Elements of Performance Pay

Plans that change the way teachers are paid vary. Some give awards based on meeting a particular standard, and others award money based on how individuals or groups compare.

SOURCE: *Redesigning Teacher Pay*

Type of program component	Houston	Hillsborough County, Fla.	Minneapolis	Charlotte-Mecklenburg, N.C.
INDIVIDUAL, RELATIVE AWARDS				
Student achievement	■			
Professional evaluation				
Mixed measures		■		■
INDIVIDUAL, STANDARDS-BASED AWARDS				
Student achievement		■		■
Professional evaluation		■	■	
Mixed measures				
GROUP, RELATIVE AWARDS				
Student achievement	■		■	
Professional evaluation				
Mixed measures			■	
GROUP, STANDARDS-BASED AWARDS				
Student achievement	■			■
Professional evaluation				
Mixed measures				